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ABSTRACT

Information on salaries paid to faculty in higher education in 1977-78 is presented. Data were obtained by the National Center for Education Statistics (NCES) in its 1977-78 Higher Education General Information Survey. Only the salaries paid to faculty employed on 9-month regular academic year contracts are presented. Salary information is included for 2,441 institutions. This summary contains the quartiles of salaries paid in 1977-78 to faculty employed on regular academic year contracts in institutions grouped by type, control, size, and region, and for faculty grouped by rank. The quartiles provide a brief summary of the distribution of salaries paid. Quartiles are useful for identifying the level of the typical faculty member's salary and for reviewing the extent that faculty salaries differ within various groupings of faculty. This information also allows individuals to estimate the status of their own salaries in relation to the salaries of peer faculty in comparable institutions. Comparability of the present data with statistics for previous years is considered. (SW)

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Quartiles of Faculty Salaries Paid in Higher Education, 1977-78

HE 012 310

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QUARTILES OF FACULTY SALARIES PAID IN HIGHER EDUCATION 1977-78

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PREFACE

Quartiles of Faculty Salaries Paid in Higher Education is the thirteenth in the NEA series of biennial studies giving summary statistics on the distributions of faculty salaries paid in higher education. This series, initiated in 1952, provides national statistics that are not available from any other source. The studies present fairly comparable data through the years, particularly since the present classification of institutions was adopted in the 1963-64 survey.

While the National Center for Education Statistics uses the same classifications of institutions for its summary statistics, it has not been publishing the medians and quartiles. The NEA series seems to be the only published source of these statistics for these groupings of institutions.

NEA can provide its affiliated associations with deciles and quartiles for institutions grouped by control and faculty grouped by rank for the nation, region, and state. This national summary should prove useful in interpreting the more specialized summaries and in aiding NEA efforts to improve the salaries of faculty nationwide.

September 1979 *W. S. G.*

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QUARTILES OF FACULTY SALARIES PAID IN HIGHER EDUCATION, 1977-78

Highlights

- The median academic-year salary paid to full-time faculty in 4-year-or-higher, degree-granting institutions in 1977-78 was $17,746, an increase of 9.4 percent over the median 2 years earlier and an increase of 74.4 percent over the median 10 years earlier. The consumer price index increased by 13.3 percent between the academic years 1975-76 and 1977-78 and by 85.2 percent between 1967-68 and 1977-78. The average earnings of production or nonsupervisory workers in all private nonagricultural payrolls increased by 16.1 percent between 1976 and 1978 and by 89.1 percent between 1968 and 1978.

- The median salary paid to faculty having the rank of professor in 4-year institutions in 1977-78 was $24,353, up 9.6 percent from 1975-76 and up 65.5 percent from 1967-68.

- The median salary paid to faculty in public 2-year institutions in 1977-78 was $17,188, up 12.6 percent from 1975-76 and up 87.5 percent from 1967-68.

- In 4-year institutions of higher education, one-fourth of the faculty employed on 9-month contracts received $14,926 or less for the 1977-78 academic year. The highest paid one-fourth of faculty in these institutions received $21,863 or more.

- In public 2-year institutions of higher education, one-fourth of the faculty employed on 9-month contracts received $14,222 or less. The highest paid one-fourth of faculty in these institutions received $21,099 or more.

- In 1977-78, 22.5 percent of the faculty employed in 4-year institutions of higher education on 9-month contracts were women. The median of salaries paid to women faculty in these institutions was 85.4 percent of the median salary of all faculty. The median of salaries paid to men faculty was 105.5 percent of the median for all faculty.

- In public 2-year institutions, 34.4 percent of the faculty employed on 9-month contracts in 1977-78 were women and their median salary was 92.7 percent of the median for all faculty. The median salary for men faculty in these institutions was 104.0 percent of the median for all faculty.

Introduction

The data for this thirteenth biennial NEA Research report of salaries paid to faculty in higher education were obtained by the National Center for Education Statistics (NCES) in its 1977-78 Higher Education General Information Survey (HEGIS). All institutions listed in the NCES *Higher Education Directory* were requested to report frequency distributions of their faculty salaries by sex and by rank in October 1977 for the 1977-78 academic year.

Only the salaries paid to faculty employed on 9-month, regular academic year contracts are presented in this summary. In previous NEA Research surveys the salaries paid to faculty employed on longer annual contracts were also included, and the salaries were reported as the 9-month equivalents of these extended-year salaries. Therefore, the 1977-78 summary statistics are not exactly comparable with those of earlier NEA Research reports in this biennial series.

Salary information is included for 2,441 institutions, which is 78.0 percent of the 3,130 listed in the 1977-78 NCES *Higher Education Directory*. It is likely that some of the institutions not included did not employ full-time salaried faculty or that the number of these persons was so small that NCES suppressed the salary data to prevent the disclosure of salary information that could be identified with an individual faculty member.

The response rate is highest among public 2-year institutions (90.7 percent), followed by public 4-year institutions (88.6 percent). It is third highest among the private 4-year institutions (68.5 percent) and lowest in the private 2-year institutions (60.2 percent). Responses were processed for 89.9 percent of public institutions and for 67.2 percent of private institutions.

Overall, information was processed for 78.0 percent of the institutions listed in the *Directory*. However, because the private institutions tend to be smaller than the public institutions, the salary information reported represents 82.5 percent (instead of 78.0 percent) of the estimated number of faculty employed on 9-month contracts in the 3,130 institutions.

This Memo contains the quartiles of salaries paid in 1977-78 to faculty employed on regular academic year contracts in institutions grouped by type, control, size, and region, and for faculty grouped by rank. The quartiles provide a brief summary of the distribution of salaries paid. The first quartile (Q1) is the salary level below which the salaries of 25 percent of the persons are reported, the median is the salary level below which (and above which) the salaries of 50 percent of the persons are reported, and the third quartile (Q3) is the salary level below which the salaries of 75 percent of the persons are reported. Quartiles are useful for identifying the level of the typical faculty member's salary (median) and for reviewing the extent that faculty salaries differ within various groupings of faculty. This information also allows individuals to estimate the status of their own salaries in relation to the salaries of peer faculty in comparable institutions.

Definitions

The five tables at the end of this Memo summarize annual contractual salaries (excluding payments in kind for fringe benefits) for the standard academic year of two semesters, three quarters, two trimesters, or two four-month sessions or the equivalent. Salary information was not included for faculty employed on longer contracts. However, salaries were included for faculty on 9-month appointments who were paid in 11, 12, or more installments.

Salaries of the following groups are included in this Memo:

- *Full-time* faculty whose major assignment is instruction, including those with released time for research
- Department chairpersons without other administrative titles who also hold faculty rank
- Faculty members on sabbatical leave
- Faculty members of religious orders whose salaries are paid and determined by the same principles as those that apply to lay faculty
- Faculty members of military organizations who are paid on the same scale as civilian faculty.

Excluded were salaries of faculty employed in preclinical and clinical medicine, those who are employed to teach less than the full academic year, and students who hold the titles of teaching assistants or associates.

Institutions reported only faculty salaries paid or committed to be paid for the 1977-78 academic year as of October 1977.

Institutions are classified as *university* and *college* on the basis of the internal organization rather than the legal title. A *university* in this

summary is defined as a complex institution that gives considerable attention to graduate instruction, confers advanced as well as bachelor's degrees in a variety of liberal arts fields, and has at least two professional schools that are not exclusively technological.

The following states compose the regional groupings:

- *New England*: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
- *Mideast*: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania
- *Southeast*: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
- *Great Lakes*: Illinois, Indiana, Michigan, Ohio, Wisconsin
- *Plains*: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
- *Southwest*: Arizona, New Mexico, Oklahoma, Texas
- *Rocky Mountain*: Colorado, Idaho, Montana, Utah, Wyoming
- *Far West*: Alaska, California, Hawaii, Nevada, Oregon, Washington.

Detailed Findings

Table 1 reports the numbers of 4-year bachelor's-or-higher-degree-granting institutions and of 9-month-contract faculty salaries reported on the NCES computer tape of HEGIS salary data. It also indicates the proportion of faculty who are women and the percent of the overall median faculty salary represented by the median for men and for women faculty.

The statistics in columns 5 and 6 are consistent with information reported for 1971-72 and show that the status of women faculty is higher when faculty salaries are grouped by both the type of institution and by faculty rank. For example, the median salary paid to women instructors and lecturers in universities is 98.6 percent of the overall median salary as compared with its being only 81.8 percent of the median salary for all ranks combined in the universities.

Because it may not be assumed that the same proportion of men and women faculty is employed on 11- or 12-month contracts and that the relationship of the extended-year contract salaries to the regular academic-year contract salaries is the same for both men and women faculty, the 1977-78 statistics by sex are not directly comparable with those reported for previous years.

Tables 2A and 2B list the quartiles of faculty salaries by rank in 4-year institutions grouped by type and by region.

Table 3 shows the numbers of 2-year institutions reporting salary information, the number of faculty, the percent of faculty who are women, the percents of the overall median salaries represented by the medians for men and women faculty, and the quartiles of faculty salaries with institutions grouped by control, region, and enrollment size.

The NCES definition of *university* is more selective than that used in earlier NEA Research summaries. As a result, no public universities in the 1977-78 summary have enrollments of less than 5,000 students. Because the characteristics of many of the constituent institutions have changed, the percents of increase in median faculty salaries in the subclassifications of 4-year institutions since 1975-76 are not reported.

Comparability with Statistics for Previous Years

Table 4 summarizes the extent that the omission of data for faculty on extended-year contracts may influence the comparability of 1977-78 summary statistics with those of earlier surveys. The average 1975-76 salary of faculty employed on 9-month contracts was 83.3 percent of the average salary of faculty employed on 11- and 12-month contracts.

Therefore, if the 11- and 12-month contract salaries were equated to academic-year estimates using a ratio of 81.8 percent (nine-elevenths of the extended-year salary suggested in the NEA surveys if the institution had no policy on this ratio), they would have a small negative influence upon the overall statistics when included with the 9-month faculty salaries. The effect of their being included would be to *increase* the salary levels of the listed statistics for faculty in public "other 4-year" institutions and to *decrease* the salary levels of the listed statistics for faculty in all classifications of 2-year institutions, for private "other 4-year" institutions, and for private institutions as a whole. Relatively no effect would be

observed in statistics for total institutions, total universities, total "other 4-year" institutions, total public institutions, public universities, and private universities.

Also, Table 4 shows that the number of faculty employed on 11- and 12-month contracts in 1975-76 ranged from 8.6 percent of the total full-time faculty in private universities to 21.1 percent in public universities, with an overall ratio of 16.2 percent. Including the 9-month equivalent of the extended-year contracts of these faculty, therefore, is likely to have little effect, if any, upon the salary statistics reported for faculty employed on 9-month contracts.

TABLE 1.–NUMBER OF INSTITUTIONS AND SALARIED FACULTY, PERCENT OF FACULTY BY SEX, AND PERCENT OF TOTAL MEDIAN SALARY OF FACULTY BY SEX FOR 1977-78 IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE

Type, control, region, groups of institutions, and faculty rank	Number of institutions	Number of salaried faculty	Percent of faculty who are women	Median salary as percent of total median salary	
				Men faculty	Women faculty
1	2	3	4	5	6
TOTAL: ALL INSTITUTIONS ...	1,452	240,752	22.5%	105.5%	85.4%
Public universities					
10,000 or more	79	64,443	18.3	104.7	81.8
5,000-9,999	13	4,229	24.5	104.4	87.1
Under 5,000	...	...	...	...	...
Private universities					
5,000 or more	47	23,127	17.7	105.6	80.6
Under 5,000	10	2,321	17.2	104.5	83.5
Public colleges	405	93,228	24.5	104.2	88.3
Private colleges					
1,000 or more	446	39,978	25.0	104.7	87.6
500 to 999	273	10,687	31.1	104.1	91.4
Under 500	179	2,739	25.7	103.5	90.6
New England	137	19,608	22.1	104.8	86.7
Mideast	275	45,510	22.9	105.3	85.5
Southeast	342	50,413	26.0	105.6	86.8
Great Lakes	247	45,524	21.1	104.3	84.8
Plains	172	21,811	22.1	105.1	85.0
Southwest	106	20,263	23.5	105.4	85.5
Rocky Mountain	41	8,213	18.5	104.2	84.6
Far West	132	29,410	19.0	104.5	85.1
All universities	149	94,120	18.4	104.9	81.8
Professors	149	32,884	5.9	100.7	91.6
Associate professors	149	26,619	14.2	100.6	96.7
Assistant professors	149	26,725	28.8	101.2	97.3
Instructors and lecturers	148	7,892	49.6	101.8	98.6
All colleges	1,303	146,632	25.1	104.0	87.4
Professors	1,242	38,777	12.8	100.9	93.5
Associate professors	1,196	42,854	18.5	100.8	96.6
Assistant professors	1,196	48,321	32.1	101.5	97.0
Instructors and lecturers	1,116	16,680	50.7	102.5	97.7
All public institutions	497	161,900	22.0	104.5	85.7
All private institutions	955	78,852	23.5	105.7	85.7

TABLE 2A.–QUARTILES OF FACULTY SALARIES PAID IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, 1977-78, BY TYPE OF INSTITUTION

Type of institution and enrollment	Total all ranks	Professors	Associate professors	Assistant professors	Instructors and lecturers
1	2	3	4	5	6
Total all institutions					
Q3	$21,863	$27,708	$20,671	$16,872	$13,872
Median	17,846	24,353	18,746	15,347	12,435
Q1	14,926	21,261	17,034	13,944	11,153
Public universities 10,000 or more (Stratum I)					
Q3	24,023	29,796	21,442	17,344	14,387
Median	19,560	25,936	19,605	15,889	12,822
Q1	16,217	23,114	18,127	14,599	11,508
5,000-9,999 (Stratum II)					
Q3	20,938	25,362	20,042	17,028	14,471
Median	17,794	22,715	18,364	15,481	13,065
Q1	15,260	20,694	16,970	14,208	11,516
Below 5,000 (Stratum III)					
Q3	...	...	...	...	...
Median	...	...	...	...	...
Q1	...	...	...	...	...
Nonpublic universities 5,000 or more (Stratum IV)					
Q3	25,995	32,644	21,826	17,408	14,660
Median	20,090	27,760	19,758	15,866	13,102
Q1	16,256	23,999	18,050	14,564	11,764
Below 5,000 (Stratum V)					
Q3	23,411	29,864	20,917	17,292	15,062
Median	18,859	25,383	18,815	15,425	13,220
Q1	15,521	21,975	17,218	13,942	11,909
Public colleges (Stratum VI)					
Q3	21,362	27,152	20,695	17,076	14,065
Median	17,818	23,996	18,888	15,684	12,751
Q1	15,258	21,475	17,452	14,432	11,597
Nonpublic colleges 1,000 or more (Stratum VII)					
Q3	19,182	24,511	18,774	15,566	12,821
Median	15,903	21,259	17,011	14,129	11,630
Q1	13,504	18,453	15,337	12,866	10,565
500-999 (Stratum VIII)					
Q3	16,000	19,470	16,198	13,769	11,628
Median	13,635	16,976	14,649	12,594	10,573
Q1	11,793	14,667	13,281	11,516	9,754
Below 500 (Stratum IX)					
Q3	16,060	19,479	16,328	13,413	11,105
Median	12,981	15,121	14,192	12,060	10,312
Q1	11,024	11,812	12,393	10,929	9,465
All universities					
Q3	24,297	30,446	21,453	17,344	14,465
Median	19,550	26,204	19,563	15,855	12,906
Q1	16,159	23,151	18,025	14,556	11,563
All colleges					
Q3	20,466	26,417	20,014	16,537	13,592
Median	17,014	22,746	18,199	15,039	12,240
Q1	14,287	19,788	16,390	13,562	11,009

TABLE 2B.–QUARTILES OF FACULTY SALARIES PAID IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, 1977-78, BY REGION

Region and control	All ranks	Professors	Associate professors	Assistant professors	Instructors and lecturers
1	2	3	4	5	6
New England					
Q3	$22,638	$29,732	$20,625	$16,839	$14,225
Median	18,025	25,292	18,808	15,412	12,668
Q1	15,085	21,728	17,204	14,060	11,337
Mideast					
Q3	23,400	29,690	21,792	17,510	14,348
Median	18,841	26,289	19,934	15,783	12,861
Q1	15,501	23,037	17,918	14,319	11,515
Southeast					
Q3	19,481	25,048	19,411	15,969	13,054
Median	16,214	21,865	17,584	14,639	11,922
Q1	13,737	19,130	16,007	13,363	10,748
Great Lakes					
Q3	21,935	27,415	20,424	16,788	13,886
Median	18,075	24,010	18,683	15,358	12,513
Q1	15,161	21,352	17,189	14,027	11,200
Plains					
Q3	20,131	25,285	19,391	16,254	13,173
Median	16,714	22,051	17,796	14,789	12,009
Q1	14,024	19,632	16,056	13,436	10,890
Southwest					
Q3	21,273	26,919	20,631	17,147	14,014
Median	17,791	23,708	19,126	15,679	12,722
Q1	14,936	21,134	17,504	14,326	11,429
Rocky Mountain					
Q3	21,252	25,781	19,797	16,591	13,905
Median	17,897	22,799	18,184	15,250	12,701
Q1	15,298	20,558	16,803	13,991	11,424
Far West					
Q3	25,777	27,884	21,251	17,289	15,936
Median	20,323	27,096	19,600	16,378	14,490
Q1	17,110	23,355	18,281	15,150	12,813
Public					
Q3	22,299	27,711	20,977	17,150	14,177
Median	18,449	24,922	19,158	15,749	12,781
Q1	15,586	22,172	17,665	14,489	11,570
Private					
Q3	20,668	27,690	19,653	15,970	13,044
Median	16,442	22,783	17,449	14,348	11,659
Q1	13,674	18,820	15,391	12,882	10,435

TABLE 3.–NUMBER OF INSTITUTIONS AND SALARIED FACULTY, PERCENT OF FACULTY BY SEX, PERCENT OF TOTAL MEDIAN SALARY OF FACULTY BY SEX, AND QUARTILES OF FACULTY SALARIES PAID IN 1977-78 IN 2-YEAR INSTITUTIONS OF HIGHER EDUCATION

Control, region, and size	Number of institutions	Number of salaried faculty	Percent of faculty who are women	Median salary as percent of median for total faculty		Total faculty salaries		
				Men faculty	Women faculty	First quartile	Median	Third quartile
1	2	3	4	5	6	7	8	9
PUBLIC								
Total	839	66,914	34.4%	104.0%	92.7%	$14,222	$17,188	$21,099
New England	42	2,508	34.7	102.9	94.3	13,438	15,510	17,610
Mideast	105	10,688	32.4	103.3	93.1	14,811	17,514	20,745
Southeast	206	10,881	43.3	103.0	96.0	12,074	13,743	15,825
Great Lakes	146	12,090	33.6	103.5	94.1	14,902	17,832	21,060
Plains	76	3,869	31.0	103.5	91.5	13,095	15,521	18,368
Southwest	88	6,541	37.4	102.2	96.5	13,578	15,386	17,463
Rocky Mountain	29	1,692	27.8	103.5	92.5	12,811	14,564	16,592
Far West	147	18,645	31.1	102.7	93.2	18,481	21,967	24,803
Enrolls 2,000 or more	458	55,073	34.9	104.3	92.5	14,947	18,081	21,915
1,000 to 1,999	219	8,211	33.6	103.4	93.4	12,563	14,280	16,397
Below 1,000	162	3,630	29.3	103.5	93.1	12,418	14,012	16,113
PRIVATE								
Total	150	2,841	44.1	104.2	95.1	10,101	11,802	13,890
New England	22	443	51.2	107.6	92.4	10,307	12,081	13,904
Mideast	36	595	55.0	103.8	96.4	10,426	11,993	14,256
Southeast	49	871	41.2	103.0	94.9	9,532	11,034	12,438
Great Lakes	14	253	46.6	102.2	94.7	11,463	13,546	15,221
Plains	16	287	46.3	103.1	98.6	9,562	11,394	13,895
Southwest	9	132	38.6	103.4	96.0	9,473	10,500	12,000

TABLE 4.–NUMBER OF SALARIED FULL-TIME FACULTY, PERCENT EMPLOYED ON 11- AND 12-MONTH CONTRACTS, AND PERCENT OF AVERAGE 11- AND 12-MONTH CONTRACT SALARIES REPRESENTED BY AVERAGE 9-MONTH CONTRACT SALARIES BY TYPE AND CONTROL OF INSTITUTIONS, 1975-76

Institutions by control and type	Total number of salaried faculty	Percent of faculty on 11- and 12-month contracts	Average 9-month contract salary as percent of the average 11- and 12-month contract salary
1	2	3	4
PUBLIC, Total	269,246	17.6%	81.5%
Universities	84,014	21.1	80.3
Other 4-year	107,845	15.7	76.3
2-year	77,387	16.5	96.2
PRIVATE, Total	96,478	12.5	94.1
Universities	31,003	8.6	83.8
Other 4-year	61,304	14.0	93.0
2-year	4,171	19.3	95.1
TOTAL	365,724	16.2	83.3
Universities	115,017	17.7	81.3
Other 4-year	169,149	15.1	80.4
2-year	81,558	16.7	96.5

SOURCE:

Beazley, Richard M. *Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty in Institutions of Higher Education, 1975-76.* Washington, D.C.: National Center for Education Statistics, 1977.